

South-Western City Schools
Minutes – Special Meeting
March 20, 2024

The South-Western City Board of Education met in special session on March 20, 2024, 8:30 p.m. with the following members present:

Chris Boso
Denise D'Angelo Steele
Julie Liskany
Kelli Martindale
Camille Peterson

24-50 Ms. Martindale moved that the Board of Education approve the agenda as presented for the March 20, 2024 Special Meeting.

Mrs. Peterson seconded the motion.

Roll Call:

Ms. Martindale, Aye; Mrs. Peterson, Aye; Mrs. D'Angelo Steele, No;
Ms. Liskany, Aye; Mr. Boso, Aye.

Motion Carried

Mrs. D'Angelo Steele stated that she felt that the agenda was not what was intended from the discussions regarding the need for a special meeting during the February 21, 2024 Board Visioning meeting.

Mr. Boso stated that he would like to address the information that has been shared on social media regarding the meeting being sprung on the community without warning. Mr. Boso stated that the original discussion on having this meeting happened at the Board Visioning session on February 21, 2024. Mr. Boso stated that the Board wants to provide more opportunities to discuss District issues and feels that this was the purpose of this meeting.

A. ITEMS FOR DISCUSSION

1. Surveying Multiple Stakeholder Groups in our School Community

- a. Mrs. D'Angelo stated that she is excited about the opportunity to survey the community.
- b. Dr. Wise stated that this is an open discussion on the questions that Mr. Debo has been working on and put together for Board review.
- c. Mr. Debo provided an overview of the makeup of the current survey as prepared.
- d. The Board reviewed the survey as presented and added thoughts on what they thought could be added, changed, or deleted.
- e. The Board felt that the survey provided is generally what they are looking to find out from the community.
- f. The Board discussed the timing of the Superintendent search and the survey and how they could/should work together.
- g. Mrs. D'Angelo Steele stated she would like a few questions about a temperature check for administrators on how they feel connected/valued.
- h. Dr. Wise discussed the overall thought that this survey should be given at a consistent time of year to remove variables.

2. Substitute Incentive

- a. Dr. Wise kicked off the conversation regarding an expansion of the District's substitute employee incentive program to aides and custodians.
- b. Mr. Garside provided details on the payouts of the incentives for Fiscal Years 2022-23 and 2023-24.
- c. Mr. Boso stated that he felt this is a good program currently and supports extending this to aides and custodian substitutes.
- d. The Board discussed the positives to this program and was supportive of the change.

[Substitute Incentive Plan Proposal 3_20_24.pdf \(126 KB\)](#)

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3. Cell Phones

- a. Dr. Wise reviewed the current policy and asked the Board what their intent was regarding cell phones.
- b. Mr. Boso stated the policy isn't poorly written, but the enforcement has been an issue. Mr. Boso stated that the Career Academy has implemented a system that is working well and would like to see this consistent throughout the District.
- c. Mrs. D'Angelo discussed that earbuds should be limited too.
 - i. Dr. Wise stated that some students need to use hearing devices and that it could be difficult to limit this.
 - ii. Mrs. D'Angelo Steele stated that removing the phones should take care of the issue.
- d. Ms. Liskany asked if the policy is decent, why it isn't being enforced consistently. Ms. Liskany supports the enforcement of the current policy and possibly revamping the current policy.
- e. Mrs. Peterson stated that she wants to point out that not "all" teachers are lacking in enforcing this policy. She also would like to see this enforced consistently.
- f. The Board agreed with Mrs. Peterson and would like to see consistency throughout.
- g. Ms. Liskany pointed out that the enforcement could be different by grade level. Elementary could be enforced differently than high school.
- h. Dr. Wise discussed the process of getting this in place for next school year.
- i. The Board agreed they would like this in place for next school year.

4. Assisting Buildings in Reducing Disruptive Behavior

- a. Dr. Lusher opened the conversation regarding assisting the buildings in reducing disruptive behavior.
- b. Dr. Lusher discussed several policies regarding reducing disruptive behavior as follows
 - i. Policy 4362.01
 - ii. Policy 5500
 - iii. Policy 5500.01
 - iv. Policy 5600
- c. Mr. Boso discussed examples of what he has seen in buildings that was disruptive.
- d. Mrs. D'Angelo Steele agreed that this is an issue that needs addressed.
- e. Ms. Liskany stated that this is a reason why the Board wants to do the survey to provide a voice to the staff and community on what they see the issues are. Ms. Liskany stated that she has heard while being out in buildings that our teachers are willing but not always equipped to handle these situations to provide a safe caring environment for all of our students.
- f. Mr. Boso stated that the Board is committed and here to help make it better and willing to dig in to do the work necessary to make it happen.
- g. Ms. Liskany believes that we need to promote our successes to duplicate them in all areas.
- h. Dr. Wise asked the Board what he could do to help move this forward.
- i. Mr. Boso stated that he feels that duplicating good programs and trying new things is a good start.
- j. Ms. Martindale also discussed finding best practices and analyzing what our current staff is doing and how they are effective. Ms. Martindale recognizes that this isn't going to be a quick fix and that it will take time to make a change. Ms. Martindale stated that progress in any manner is what she is looking for.
- k. Mr. Tarazi stated that he didn't see much on discipline within the survey and suggested that something be added to find out information on how all affected parties feel about this topic.

5. Interviews with Search Firms

- a. Mr. Boso opened back up the session from break and reminded the Board that they have score sheets that can be used to score the search firms that provided a presentation.
 - i. Ray and Associates
 - 1. The presenters provided an overview of the team and approach for Ray and Associates.
 - 2. Mrs. D'Angelo Steele thanked Ray and Associates for their thoroughness and stated that she felt they answered all the questions asked of them.

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3. Mr. Boso thanked Ray and Associates for their thorough presentation.
- ii. McPherson & Jacobson
 1. The presenters provided an overview of the team and approach for McPherson & Jacobson.
 2. Mrs. Peterson questioned what the video presentations that were discussed by McPherson & Jacobson during their presentation.
 - a. McPherson & Jacobson stated that there are three specific questions that are used to show how a potential superintendent prepares and presents information given to them in a relatively short period of time.
 3. Ms. Liskany questioned if their process varies based on the size of the school district.
 - a. McPherson & Jacobsen stated that their process is similar but can be tailored based on size and need.
 4. Mrs. Peterson questioned what districts that McPherson & Jacobson has done many school districts that have a diverse student population.
 - a. McPherson & Jacobsen stated that they have done many searches for school districts with diverse student populations.
 5. Mr. Boso thanked the presenters and stated that he appreciated their presentation.
- iii. K-12 Business Consulting, Inc.
 1. The presenter provided an overview of a six step search process that they use to provide a superintendent search.
 2. Mr. Boso asked if Step 6 is included in their Gold Level Search. The presenter stated that Step 6 is not included in the Gold Level Search, but is roughly around \$1,000 to perform as an additional service.
 3. Ms. Liskany asked how far that K-12's database reach is and questioned if they have dealt with a school district with the size and diversity of such as the South-Western City School District.
 - a. The presenter stated that K-12 has provided applicants from other State's but this can be difficult due to licensing issues.
 - b. The presenter stated that K-12 has been in business for over 20 years and that K-12 will come back at a minimal fee to refill the superintendent position if it goes vacant soon after the initial appointment.
 4. Mrs. Peterson questioned the background check that K-12 does to ensure the candidate does not have items in their background that could become an issue after hire.
 - a. The presenter stated that the fact that a superintendent has a license means they have gone through the FBI and ODE system that would give them validity.
 - b. The presenter also stated that additional background checks can be done at an additional cost.
- iv. Educational Service Center of Central Ohio
 1. The presenter provided an overview of the services the ESC of Central Ohio provides for superintendent searches and also gave an overview of school districts in the area that the ESC of Central Ohio has completed.
 2. Ms. D'Angelo Steele questioned if the ESC of Central Ohio would reallocate their services to pay for the search services being provided.
 - a. The presenter stated that they ESC of Central Ohio will still provide the same level of service to the District if they choose to use this service or not.
 3. Ms. D'Angelo Steele questioned if the ESC of Central Ohio has to abide by Sunshine Laws.
 - a. The presenter stated that the ESC of Central Ohio is required to abide by the Sunshine Laws and will comply in full with the Sunshine Laws.

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v. Finding Leaders

1. The presenters provided an overview of the services Finding Leaders provides for superintendent searches.
 2. Mrs. Peterson questioned if some of the focus groups would be in person and online.
 - a. The presenters stated that they would use both in person and online options for focus groups.
 3. Mrs. Peterson questioned the fee structure and how it works.
 - a. The presenters stated the costs are not added together. The cost structure of \$16,900 is an all in fee with payment intervals. If the District chose to go to a more national search, roughly an additional \$10,000 would be added to the \$16,900.
- b. Ranking/Discussing of search
- i. Each Board member was asked to provide pros and cons to each of the firms. The discussion with the Board revolved around fit and why sticking to an Ohio search due to licensing issues. However, the Board is willing to consider someone outside Ohio if it was possible to work in the long run or if they don't find a fit within the State of Ohio. Ms. Liskany stated that if the pool was limited, she would want a firm that would be able to look outside the State of Ohio.
 - c. Mr. Tarazi brought up an idea of meeting with candidates confidentially by have a two board members meeting with the potential candidate. The Board was comfortable with that process and would rotate the board members that would meet with the candidate.

B. ITEM FOR ACTION - BOARD SELECTION OF SEARCH FIRM

24-51 Mrs. Martindale moved that the Board of Education regarding the selection of an executive search firm to assist the board in conducting the search for superintendent

Whereas, on March 11, 2024, the Board of Education voted to accept Superintendent Wise's resignation for retirement purposes effective August 31, 2025, and further reassigned Bill Wise to the position of Special Assistant to the Superintendent effective August 1, 2024; and

Whereas, the Board wishes to engage executive search firm services and other professional consulting and legal services to assist the Board in identifying and selecting candidates for consideration for the next superintendent; and

Whereas, the Board has evaluated multiple search firms and search firm proposals;

Therefore, BE IT HEREBY RESOLVED that the Board selects K-12 Consultants, Inc. to serve as the executive search firm(s) to assist the board. The board hereby authorizes the law firm of Tarazi Law to engage the selected search firm(s) and engage other professional serves as necessary on its behalf for purposes of the superintendent search in an amount not to exceed \$75,000 for FY24.

Mrs. Peterson seconded the motion.

Roll Call:

Ms. Martindale, Aye;	Mrs. Peterson, Aye;	Mrs. D'Angelo Steele, Aye;
Ms. Liskany, Aye;	Mr. Boso, Aye.	

Motion Carried

C. CLOSING REMARKS AND ADJOURNMENT

1. Closing Thoughts

- a. Mr. Boso stated that it was a productive meeting and thanked the Board and administration for their time.

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24-52 **Mr. Boso** moved that the meeting be adjourned

Ms. Liskany seconded the motion.

Roll Call:

Ms. Liskany, Aye;

Mrs. D'Angelo Steele, Aye;

Ms. Martindale, Aye;

Mrs. Peterson, Aye;

Mr. Boso, Aye.

Motion Carried

Meeting adjourned at 1:09 p.m.

Chris Boso
President

Hugh W. Garside, Jr.
Treasurer